



Introduction to employment law

With a significant shift in expectations at work against a background of ever-changing industry dynamics, it is likely that most companies will face employment issues which could become claims if not effectively managed. This interactive session is for managers who wish to gain a high-level overview of key employment legislation and equip themselves to avoid some of the common issues which have the potential to escalate.

Around 2 hours • Face-to-face or virtual • Typically 4-15 participants • Supported by course notes • Interactive

Key course elements

Key legislation

- The Equality Act and protected characteristics
- Working time directive
- Family friendly statutory rights
- Disciplinary and grievance procedures

Forming and varying contracts

- Express and implied contractual terms
- Documenting variations
- The significance of the psychological contract

Policies and procedures

- Creating clarity through effective ways of working
- Balancing consistency with discretion

Ending the employment relationship

- Mechanisms for fairly ending employment
- The importance of documentation

BiteSize Learning

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Participants will learn to...

- Understand the key legislation which impacts the employment relationship
- Identify key steps in the statutory disciplinary and grievance processes.
- Increase their knowledge of contractual terms and their impact during and after employment
- Know when to formally document changes
- Understand the significance of breaching the psychological contract
- Recognise the significance of managing working practices equitably
- Understand the ways in which employment can be ended fairly
- Know when to seek help from HR or other sources